



March 25, 2022

On March 24, 2022, the four concrete supply companies, Glacier Northwest, Stoneway Concrete, Salmon Bay Sand & Gravel, and Cadman sent a letter to the Teamsters Local 174 acknowledging our mutually agreed sentiment of getting our employees back to work.

The companies offered to pay the cost of medical insurance for coverage in April. In exchange, the union would agree to return all striking employees back to work prior to April 1, 2022. This offer would ensure all employees currently on strike will have medical coverage for their families. Without this offer, the striking employees would not be eligible for coverage in April since they did not work the required minimum hours in March.

The companies' offer also stipulated that all employees would return to work for a minimum of 60 calendar days to allow for continued negotiations. The companies maintained their commitment to the mediation process with the Federal Mediation and Conciliation Services (FMCS) to help resolve this labor dispute.

In the interest of time, the companies provided their offer to the union via facsimile and email to avoid any potential delay with scheduling a meeting. The companies also offered to meet with the union to discuss the companies' proposal.

Respectfully,

Glacier Northwest, Stoneway Concrete, Salmon Bay Sand & Gravel, and Cadman

**Note:** This statement is issued by the above companies that are engaged in joint and coordinated bargaining with Teamsters Local 174. Joint bargaining with a union by multiple employers has long been recognized under the law as an appropriate and beneficial approach to negotiating labor contracts. It is common nationally and in the Puget Sound region in many industries, including construction and the skilled trades. The companies and Teamsters Local 174 agreed in July 2021 to use joint bargaining for a new three-year contract.